

Department of State Fulltime Permanent Workforce Diversity

Data as of 03/31/2023

	All Ranks				Senior Ranks*				
	Civil Service	Foreign Service Generalist	Foreign Service Specialist	Grand Total	Civil Service	Foreign Service Generalist	Foreign Service Specialist	Foreign Service Total	Senior Total
RACE & ETHNICITY									
MINORITY**	42.9%	24.1%	31.9%	34.5%	21.1%	17.3%	29.1%	19.0%	19.5%
NON-MINORITY	57.1%	75.9%	68.0%	65.4%	78.9%	82.7%	70.9%	81.0%	80.5%
UNSPECIFIED	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX									
FEMALE	54.9%	43.5%	28.9%	45.6%	47.7%	39.1%	19.6%	36.3%	38.8%
MALE	45.1%	56.5%	71.1%	54.4%	52.3%	60.9%	80.4%	63.7%	61.2%
RACE									
AFRICAN AMERICAN	24.4%	6.4%	10.1%	15.5%	7.7%	4.2%	10.1%	5.0%	5.6%
AMERICAN INDIAN	0.8%	0.5%	0.9%	0.7%	0.0%	0.1%	0.7%	0.2%	0.2%
ASIAN	8.1%	7.5%	7.6%	7.8%	7.4%	4.8%	5.4%	4.9%	5.4%
MULTI-RACE	3.0%	3.9%	3.8%	3.5%	2.1%	2.3%	3.4%	2.4%	2.4%
NATIVE HAWAIIAN	0.3%	0.1%	0.3%	0.2%	0.0%	0.1%	0.7%	0.2%	0.2%
WHITE	61.3%	79.6%	73.1%	69.7%	81.4%	85.7%	74.3%	84.1%	83.5%
UNSPECIFIED	2.1%	2.0%	4.1%	2.5%	1.4%	2.8%	5.4%	3.2%	2.8%
ETHNICITY									
HISPANIC	7.9%	7.3%	11.2%	8.4%	4.2%	6.6%	9.5%	7.0%	6.4%
NON-HISPANIC	92.1%	92.6%	88.8%	91.5%	95.8%	93.4%	90.5%	93.0%	93.6%
UNSPECIFIED	0.1%	0.1%	0.1%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
SEX & RACE/ETHNICITY									
FEMALE	54.9%	43.5%	28.9%	45.6%	47.7%	39.1%	19.6%	36.3%	38.8%
HISPANIC***	4.3%	3.4%	3.3%	3.8%	1.8%	2.6%	1.4%	2.4%	2.3%
AFRICAN AMERICAN	15.6%	3.6%	3.4%	9.1%	6.0%	1.6%	4.1%	1.9%	2.8%
AMERICAN INDIAN	0.2%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%
ASIAN	4.8%	3.8%	2.6%	4.0%	4.6%	2.2%	1.4%	2.0%	2.6%
MULTI-RACE	1.4%	1.4%	0.8%	1.3%	0.7%	1.0%	0.7%	1.0%	0.9%
NATIVE HAWAIIAN	0.1%	0.1%	0.2%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%
WHITE	28.4%	31.1%	18.5%	27.1%	34.7%	31.7%	12.2%	28.9%	30.2%
UNSPECIFIED	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
MALE	45.1%	56.5%	71.1%	54.4%	52.3%	60.9%	80.4%	63.7%	61.2%
HISPANIC***	3.5%	4.0%	7.8%	4.6%	2.5%	4.0%	8.1%	4.6%	4.1%
AFRICAN AMERICAN	8.4%	2.5%	6.1%	6.0%	1.8%	2.6%	5.4%	3.0%	2.7%
AMERICAN INDIAN	0.1%	0.1%	0.3%	0.2%	0.0%	0.1%	0.7%	0.2%	0.2%
ASIAN	3.2%	3.6%	4.9%	3.7%	2.8%	2.6%	4.1%	2.8%	2.8%
MULTI-RACE	1.1%	1.5%	2.1%	1.4%	1.1%	0.6%	2.7%	0.9%	0.9%
NATIVE HAWAIIAN	0.1%	0.0%	0.2%	0.1%	0.0%	0.1%	0.7%	0.2%	0.2%
WHITE	28.8%	44.8%	49.6%	38.4%	44.2%	50.9%	58.8%	52.0%	50.3%
UNSPECIFIED	0.0%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
DISABILITY****									
DISABLED TOTAL	22.8%	8.2%	12.1%	15.8%	6.3%	16.2%	11.5%	15.5%	14.8%
DISABLED - NON-TARGETED DISABILITY	19.1%	6.9%	11.0%	13.5%	5.6%	14.7%	10.8%	14.2%	13.5%
DISABLED - TARGETED DISABILITY	3.7%	1.3%	1.0%	2.3%	0.7%	1.5%	0.7%	1.4%	1.3%
NO DISABILITY IDENTIFIED	77.2%	91.8%	87.9%	84.2%	93.7%	83.8%	88.5%	84.5%	85.2%
DISABILITY**** & SEX									
FEMALE	54.9%	43.5%	28.9%	45.6%	47.7%	39.1%	19.6%	36.3%	38.8%
DISABLED TOTAL	10.8%	3.0%	2.2%	6.4%	2.8%	5.9%	1.4%	5.2%	4.7%
DISABLED - NON-TARGETED DISABILITY	9.1%	2.5%	1.9%	5.4%	2.1%	5.6%	1.4%	5.0%	4.3%
DISABLED - TARGETED DISABILITY	1.7%	0.5%	0.3%	1.0%	0.7%	0.3%	0.0%	0.3%	0.4%
NO DISABILITY IDENTIFIED	44.1%	40.5%	26.7%	39.2%	44.9%	33.2%	18.2%	31.1%	34.1%
MALE	45.1%	56.5%	71.1%	54.4%	52.3%	60.9%	80.4%	63.7%	61.2%
DISABLED TOTAL	12.1%	5.2%	9.8%	9.4%	3.5%	10.3%	10.1%	10.3%	8.8%
DISABLED - NON-TARGETED DISABILITY	10.1%	4.4%	9.1%	8.1%	3.5%	9.2%	9.5%	9.2%	8.0%
DISABLED - TARGETED DISABILITY	2.0%	0.8%	0.7%	1.3%	0.0%	1.1%	0.7%	1.1%	0.8%
NO DISABILITY IDENTIFIED	33.1%	51.3%	61.2%	45.0%	48.8%	50.6%	70.3%	53.4%	52.4%

* Senior ranks are included in the "All Ranks" percentages.
 ** "Minority" includes all race and ethnicity categories other than White Non-Hispanic.
 *** Race and Ethnicity categories were cross tabulated to display Hispanic as a single category and the non-Hispanic race groups as categories summing up to the total population.
 **** An employee may be classified as an individual with a disability or an individual with a targeted disability as prescribed by 29 CFR 1614.203(d)(6)(ii)(A)